

Terms of reference

International Intern in Adolescent and Gender Programme - UNICEF Yaounde Cameroon

UNICEF works in some of the world's toughest places, to reach the world's most disadvantaged children. To save their lives. To defend their rights. To help them fulfill their potential.

Across 190 countries and territories, we work for every child, everywhere, every day, to build a better world for everyone.

And we never give up.

For every child, hope.

How can you make a difference?

This internship is to provide tertiary students with an opportunity to put into practice the skills they have learned while in the university. By the end of the programme, students should have an opportunity to enhance those skills, obtain the perspective of a work environment and benefit from a mentor or supervisor's experience and advice.

The internship is under the direct supervision of the adolescent and Gender Programme specialist. The main place of work is in Yaoundé with travel within the country.

Purpose:

The purpose of this internship is to conduct a study on the various green skills to be developed for adolescents (14-18 years old) in Cameroon and examine related employment and entrepreneurship opportunities.

Scope of Work:

Context and Justification:

Cameroon ranks among the ten most vulnerable countries in the world according to UNICEF's Children's Climate Risk Index. This vulnerability stems from the country's diverse climates and ecosystems, including Sahelian regions severely affected by desertification, coastal areas threatened by coastal erosion and rising sea levels, and Congo Basin areas impacted by deforestation and biodiversity loss. The main climate disasters affecting Cameroon, including slow-onset disasters, consist of droughts, floods, landslides, bushfires, windstorms, and coastal erosion. These disasters have become more frequent and severe in recent years, resulting in significant socio-economic and human losses, which profoundly impact the well-being of children and communities. In alignment with UNICEF's global initiatives, such as the "Green Skills" programs (Innovation 30, YOMA, etc.) and "Green Rising" which recognize the potential of adolescents to become change-makers rather than passive beneficiaries, it is crucial to emphasize green skills education. This approach prepares children, adolescents, and youth to participate in and contribute to the green

economy, thereby mitigating the effects of climate change and promoting sustainable development.

In this context, it is essential to conduct a study on green skills and the associated employment and entrepreneurship opportunities for adolescents in Cameroon. This study aims to provide technical support to the Ministries of Youth, Environment, Secondary Education, and Employment and Vocational Training to better understand the needs and opportunities in this area. The objective is to prepare Cameroonian adolescents and youth to play a key role in the ecological transition and the country's sustainable economic development, while also offering them opportunities to earn a livelihood through the green economy.

Geographical Area for the Study:

The following five geographical areas have been selected to identify the green skills opportunities to be developed according to the different climatic zones of Cameroon. These five regions are more vulnerable to climate change and are therefore likely to be prioritized. However, although these five regions are particularly affected by climate change, the study also aims to explore and maximize the potential of green skills throughout the country.

- **Sahel Regions:** Far North: Prone to severe droughts, advancing desertification and flooding.
- **Coastal Regions:** South-West: Sea level rise, coastal erosion, and flooding
- **Congo Basin Regions:** South: Deforestation and biodiversity loss
- **Congo Basin Regions:** East: Rising temperature and change in precipitation
- **Urban Areas:** Major cities of Cameroon: Douala and Yaoundé: prone to severe flooding and heatwaves

Overall Objective of the study:

The objective of this study is to identify and assess the green skills targeting climate change mitigation and adaptation measures needed for adolescents in Cameroon to prepare them to actively participate in the emerging green economy. The study aims to identify opportunities and fill gaps in green skills education and propose effective strategies to integrate these skills into formal and informal educational programs. It also seeks to determine the best practices for engaging adolescents and creating tangible income opportunities through green skills training.

Specific Objectives:

- Identify the current opportunities and gaps in the development of green skills among adolescents.
- Determine the green skills relevant to Cameroon's green economy, the skills needed in key industries and sectors.
- Propose strategies to integrate green skills development into formal and informal educational programs, and vocational training.
- Develop a learning pathway linking green skills to income opportunities and entrepreneurship that impacts children and society (school, health centers, communities, etc.).

Expected Outcomes:

1. Strategic guide for integrating the green skills necessary for Cameroon's green economy into formal and informal education programs, with clear learning pathways ranging from basic to more advanced skills, tailored to different levels of adolescent education and the country's

various climatic hazards.

2. Summary report on green skills opportunities that allow adolescents to positively impact climate change mitigation or adaptation sectors such as renewable energy (solar energy, biogas), waste valorization, eco-friendly construction (including green schools and health centers), and ecological agriculture, as well as the beneficial effects on children's lives (e.g., creation of eco-friendly toys, leisure areas). This summary will include pathways for adolescents to gradually acquire skills while being able to earn an income. The synthesis will also distinguish opportunities in the informal sector, the formal/private sector, and public services where applicable.

Methodology:

The study will use case study and qualitative research methods to address the research questions of the analysis. First, by conducting a literature review, which will involve a comprehensive examination of existing research on green skills education, climate change mitigation and adaptation, and adolescent development. Next, conducting a needs assessment by conducting surveys and interviews with key stakeholders, including students, educators, employers/private sector, and policymakers. This approach will help identify current gaps and opportunities in green skills development as well as employment and entrepreneurship prospects for Cameroonian adolescents and youth. Finally, case studies will complement the literature review and assessment, analyzing successful green skills programs in Cameroon and/or elsewhere in a country that shares similar contexts with Cameroon. This analysis will aim to extract best practices and lessons learned to propose suitable and effective recommendations for the Cameroonian context. These combined steps will ensure a thorough understanding and solid foundation for developing strategies to strengthen green skills and economic opportunities for adolescents in Cameroon.

In terms of sampling, this analysis will focus on defined target groups, while being realistic about the geographical accessibility of the various areas and the resources available for conducting this study.

Research Questions:

1. What are the current opportunities and gaps in green skills education for adolescents (14-18 years old) in Cameroon?
 - Evaluation of existing educational programs and curricula related to green skills.
 - Identification of opportunities, gaps, and obstacles in current formal and informal educational structures and resources.
2. What are the most relevant and in-demand green skills in Cameroon's emerging green economy?
 - Identification of key industries and sectors in Cameroon's green economy and their opportunities.
 - Analysis of the skills needed for employment in these sectors.
3. How can green skills education be integrated into existing school programs and informal education contexts?
 - Strategies for integrating green skills training into secondary education programs and vocational training.
 - The role of informal education (e.g., community workshops, online courses) in green

skills development.

4. What are the best practices for engaging adolescents in green skills training?
 - o Case studies of a successful green skills program in Cameroon and/or in a similar context.
5. How can green skills training be linked to tangible income opportunities for adolescents?
 - o Pathways from learning to earning income, including internships, apprenticeships, and entrepreneurship.
 - o Partnerships with local businesses and industries to offer employment opportunities.
 - o Formal and informal funding opportunities for green micro-enterprises/businesses initiated or established.

Estimated Duration of Contract:

6 months

Scope of work summary:

Work Assignments Overview	Deliverables/Outputs	Delivery deadline
<ol style="list-style-type: none"> 1. Conduct a comprehensive literature review on green skills for adolescents and employment and entrepreneurship opportunities. 2. Develop the research protocol with an implementation timeline. 	<ol style="list-style-type: none"> 1. Inception Report <ol style="list-style-type: none"> 1.1 Literature review report 1.2 Study protocol with implementation timeline 	Month 1
<ol style="list-style-type: none"> 3. Develop data collection tools approved by the working committee. 4. Conduct data collection and ensure its quality. 	<ol style="list-style-type: none"> 2. Data collection and analysis <ol style="list-style-type: none"> 2.1 Finalized questionnaires 2.2 Data collection report 	Month 2-3
<ol style="list-style-type: none"> 5. Develop and share the preliminary study report. 6. Integrate feedback and finalize the study report. 7. Submit the final study report highlighting the strategy for integration into the education program and income opportunities from green skills. 	<ol style="list-style-type: none"> 3. Reporting <ol style="list-style-type: none"> 3.1 Preliminary report 3.2 Final study report 	Month 4
<ol style="list-style-type: none"> 8. Present research findings to stakeholders 9. Develop an action plan for implementing study recommendations. 	<ol style="list-style-type: none"> 4. Plan for implementation <ol style="list-style-type: none"> 4.1 Dissemination workshops 4.2 Action plan for implementation 	Month 5-6

Official Travel Involved, if any: 1000 USD threshold

Amount Budgeted for this Activity:

UNICEF will provide a monthly stipend in accordance with UNICEF rules and recommendations.

To qualify as an advocate for every child you will have...

Eligibility

To be considered for an internship with UNICEF, applicants should meet the following requirements:

- Be enrolled in a degree programme in a graduate school, or be a recent graduate in Social Sciences, Statistics, Economics, or another relevant technical field.
- Good command of research methods (qualitative and quantitative) and/or data analytics, conducting documentary analyses, and report writing, with a focus on climate change, adolescent skills development, and their employability, as well as experience in conducting surveys.
- Proven experience in data management and statistics or in a relevant field.
- Familiarity with the Cameroon context or experience in the region will be highly valued.
- Be proficient in of UNICEF's working languages: English and French.
- Have strong academic performance as demonstrated by recent university or institution records or, if not available, a reference letter from an academic supervisor.
- Have no immediate relatives (e.g. father, mother, brother, sister) working in any UNICEF office.
- are not disqualified under the UNICEF Child Safeguarding Personnel Standards (DHR/STANDARDS/2019/001), or as amended.
- Intermediate to advanced knowledge of Microsoft Word, Excel, and PowerPoint
- Knowledge of e-learning authoring tools is an asset.
- Eligible applicants must be Non-Cameroon Nationals

Required Documents:

- Letter of enrollment or certificate from the college or university that the intern is currently enrolled in a graduate school or has completed at least three years of full-time studies at a university or equivalent institution It should also state the expected graduation date. Recent graduates are allowed until 2 years after degree completion.
- Copy of their most recent official transcript showing excellent academic performance.
- Copy of Identification Card (ID) or Passport.

UNICEF's General Terms and Conditions:

The successful intern will be governed by the following conditions:

- **Status:** Although not considered a staff member of UNICEF, the intern shall be subject to the authority of the Executive Director and the authority delegated by her to the Division Director and Heads of Offices. Interns are not entitled to the privileges and immunities accorded by member states to UNICEF's officials and staff members.

- **Financial support:** UNICEF will provide a monthly stipend in accordance with UNICEF rules and recommendations. Interns must make arrangements for living expenses. Living accommodations and other expenses are also their responsibilities. Travel costs to and from the duty station will be negotiated according to UNICEF's rules and regulations.
- **Medical health and coverage:** UNICEF accepts no responsibility for costs or fatality arising from illness or accidents incurred during the internship; therefore, the intern must carry adequate and regular medical insurance.
- **Confidentiality and publication of information:** As an intern, you will respect the confidentiality of information that you collect or are exposed to at UNICEF. No reports or papers may be published based on information obtained from UNICEF without explicit written authorization by the Head of Office or Division Director.
- **Employment prospects:** The UNICEF internship programme is not connected with employment and there is no expectancy of such. Interns cannot apply for posts advertised internally to UNICEF staff during the period of internship.

For every Child, you demonstrate...

- UNICEF's Core Values of Care, Respect, Integrity, Trust, Accountability and Sustainability (CRITAS) underpin everything we do and how we do it. Get acquainted with Our Values Charter: [UNICEF Values](#)
- **UNICEF competencies required for this post are...**
(1) Builds and maintains partnerships (2) Demonstrates self-awareness and ethical awareness(3)Drive to achieve results for impact(4)Innovates and embraces change(5) Manages ambiguity and complexity(6)Thinks and acts strategically(7)Works collaboratively with others.
- During the recruitment process, we test candidates following the competency framework. Familiarize yourself with our competency framework and its different levels: [competency framework here](#).
- UNICEF is here to serve the world's most disadvantaged children and our global workforce must reflect the diversity of those children. [The UNICEF family is committed to include everyone](#), irrespective of their race/ethnicity, age, disability, gender identity, sexual orientation, religion, nationality, socio-economic background, or any other personal characteristic.

We offer a [wide range of benefits to our staff](#), including paid parental leave, breastfeeding breaks and [reasonable accommodation for persons with disabilities](#). UNICEF strongly encourages the use of flexible working arrangements.

UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. UNICEF is committed to promote the protection and safeguarding of all children. All selected candidates will, therefore, undergo rigorous reference and background checks, and will be expected to adhere to these standards and principles. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.

- UNICEF's active commitment towards diversity and inclusion is critical to deliver the best results for children. For this position, eligible and suitable candidates with special needs are encouraged to apply.
- Only shortlisted candidates will be contacted and advance to the next stage of the selection process.

Prepared by: **Patricia NOROLALAO, Adolescent and Gender Specialist**

Validated by: **Marie Sagna Nadji, HR Manager a.i**

Approved by: **Juliette Haenni, Deputy Representative Programme**